



**MnCMN**  
Minnesota Change  
Management Network



**ChangeAccelerators**  
extraordinary results, now

# Better Questions. Better Outcomes.

**A Two-Part Signature Experience**

**Build the Skill. Extend the Impact.**

Led by Nena Shimp, founder of The ChangeAccelerators

Part I: Inquiry Masterclass

In-Person Practice Lab | September 23 & 24, 2026

Part II: TeachBack Certificate of Application

Guided Virtual Certificate Experience | Oct - Nov

**One better question has the  
power to change everything.**

**Register Here**



It's a *professional experience for those leading and influencing change* – where inquiry surfaces hidden resistance, accelerates clarity, and moves teams from passive alignment to active ownership.

**Limited to 100 Participants**



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# Frequently Asked Questions

Question	Answer
<b>Who is this professional development for?</b>	<p>This learning lab is for professionals who lead or influence change – including change practitioners, consultants, project and program managers, HR and L&amp;D leaders, and people leaders navigating complexity.</p> <p>This is not a foundational or beginner workshop. It is designed for professionals already navigating complexity who want to strengthen questioning as a signature skill.</p>
<b>What's the difference between the Inquiry Masterclass and the Teachback Certificate experience?</b>	<p>The Inquiry Masterclass teaches you how to ask Wildly Important Questions (WIQ). You'll practice with your peers, learn QuestionStorming, and receive other professional tools.</p> <p>The TeachBack Certificate experience teaches you how to apply and teach this skill responsibly in your organization. You'll learn facilitation methods, diagnostic frameworks, and how to multiply your impact.</p> <p>You must complete the Inquiry Masterclass to take part in the Teachback Certificate experience.</p>
<b>Do I need to attend both nights of the Inquiry Masterclass?</b>	<p>Yes. The Inquiry Masterclass is a two-night experience. Night One on Sep 23 builds the foundation. Night Two on Sep 24 applies it. You must attend both to be eligible for the Teachback Certificate of Application event.</p>
<b>Do I have to complete both parts of the experience?</b>	<p>No. You may attend the Inquiry Masterclass only. The TeachBack Certificate is an optional continuation designed for those who want to apply and transfer the skill.</p>
<b>Can I take just the Teachback Certificate experience?</b>	<p>No. The Inquiry Masterclass is a prerequisite for the TeachBack Certificate of Application. You must complete the Masterclass before earning the TeachBack Certificate.</p>
<b>What if I want the TeachBack experience but the current dates don't work?</b>	<p>If the current TeachBack dates do not align with your schedule, please contact MnCMN to express interest. Additional cohorts may be offered based on demand.</p>

# FAQs Continued

Question	Answer
<p><b>What's included in the Inquiry Masterclass</b></p>	<p>Your registration includes:</p> <ul style="list-style-type: none"> <li>• Two 2-hour in-person sessions (Sep 23 &amp; 24 4:30–6:30 PM)</li> <li>• Personalized Pulse Intake Assessment with custom report</li> <li>• Question Journal (custom-branded, yours to keep)</li> <li>• Wildly Important Questions (WIQ) Field Guide</li> <li>• Role play scenarios and peer practice</li> <li>• QuestionStorming technique training</li> </ul>
<p><b>What's included in the Teachback Certificate of Application Practice Lab?</b></p>	<p>The TeachBack Certificate Practice Lab includes:</p> <ul style="list-style-type: none"> <li>• Four 90-minute virtual sessions (Tuesdays 4:00–5:30 PM – Oct 6, Oct 20, Oct 27, and Nov 10)</li> <li>• Structured methods for teaching WIQs in your organization</li> <li>• Diagnostic framework (the 5 C's)</li> <li>• Guided practice with feedback</li> <li>• TeachBack Certificate of Application</li> </ul>
<p><b>What happens if I miss one of the TeachBack sessions?</b></p>	<p>Sessions will be recorded and made available exclusively to registered cohort participants. Active participation is required to receive the certificate.</p>
<p><b>What is the Pulse Intake Assessment?</b></p>	<p>Before the Inquiry Masterclass, you will be asked to complete a brief online assessment about your current questioning practices. You will receive a personalized report that Nena Shimp will reference during the sessions to make the experience more relevant to your real challenges.</p>
<p><b>Is this virtual or in-person?</b></p>	<ul style="list-style-type: none"> <li>• Inquiry Masterclass: In-Person (Sep 23 &amp; 24 at Hollstadt Consulting's headquarters)</li> <li>• Teachback Certificate Learning Lab: Virtual (Oct 6, Oct 20, Oct 27, and Nov 10 via Microsoft Teams)</li> </ul>
<p><b>Why is it limited to 100 participants?</b></p>	<p>This is a practice lab, not a lecture. With 100 participants, we can maintain small group dynamics, ensure everyone practices multiple times, and create the peer learning environment that makes this experience transformative. Once we hit 100 participants, we will open a waitlist.</p>
<p><b>Can my employer pay for this?</b></p>	<p>Yes. Many participants expense this as professional development. The skills learned—especially the TeachBack Certificate—have direct application to organizational change capability. We can provide an invoice and course description for reimbursement purposes.</p>

# FAQs Continued

Question	Answer
<b>Will I earn CPE credits?</b>	Participants will receive a certificate of completion reflecting total instructional hours. Many professional organizations allow members to self-report relevant professional development activities. Participants are responsible for confirming eligibility with their credentialing body.
<b>How many instructional hours will I receive?</b>	Participants in the Inquiry Masterclass will receive 4 instructional hours. Those completing the full two-part experience will receive documentation reflecting total instructional hours across both the Masterclass and TeachBack sessions.
<b>Do I have to decide now if I want the full two-part experience?</b>	No. Participants may register for the Inquiry Masterclass only. Space permitting, Masterclass participants may later choose to enroll in the TeachBack Certificate experience. Early commitment to the full experience is encouraged due to limited capacity.
<b>What's the refund policy?</b>	<p>Cancellations received in writing by Wednesday, September 16, 2026, are eligible for a full refund of the registration fee. Because this experience includes participant materials, catering, and advance preparation, no refunds will be issued for cancellations received after September 16.</p> <p>Registrations may be transferred to another participant within the same organization prior to the refund deadline by notifying MnCMN in writing.</p> <p>No-shows are not eligible for refunds.</p> <p>If a participant registered for the full two-part experience and cancels prior to September 16, both portions will be refunded. Partial refunds for only one portion will not be issued after September 16.</p>
<b>Who is Nena Shimp?</b>	Nena Shimp is a nationally recognized organizational change strategist and founder of The ChangeAccelerators. She helps leaders and change practitioners get underneath the noise and into what actually matters—navigating resistance and complexity through disciplined inquiry. Known for leading complex enterprise transformations, Nena blends structure with energy and doesn't just teach questioning—she makes you feel its power in the room.
<b>I have more questions. Who do I contact?</b>	Email <a href="mailto:Office@mncmn.org">Office@mncmn.org</a> or reply to any MnCMN communication about the event.